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TRANSLATIONS ON VIETNAM

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TAP CHI QUAN DOI NHAN DAN, No. 4, 1977

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The following contains selected translations from the People's Army magazine published in Hanoi

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MILITARY AFFAIRS AND PUBLIC SECURITY

MAJOR GENERAL DISCUSSES TROOP TRAINING REQUIREMENTS

Hanoi TAP CHI QUAN DOI NHAN DAN in Vietnamese No 4, Apr 77 pp 1-10

[Article by Major General Cao Van Khanh: "Several Matters Concerning Guiding and Organizing the Performance of the Present Military Training Task"]

[Text] Building powerful people's armed forces is a very important matter in the task of building a powerful national defense system, firmly protecting the socialist Vietnamese fatherland and protecting the peaceful labor, the socialist construction and the building of a prosperous, happy life of our people. The training of troops is the central task in the buildup of the army in peace time. Troop training in peace time differs from troop training in time of war. The experiences we gained in training while fighting and coordinating combat operations with training are extremely valuable and must be developed upon. We must apply these experiences in a manner consistent with the new stage and develop upon these experiences under the circumstances in which our army has the task of training and maintaining combat readiness and the task of working to build the economy and build the country.

In the past, although troop training was carried out under very urgent circumstances, many of our army's units completed their training programs well, thus meeting the requirement of becoming stronger with each battle and winning increasingly glorious victories. The tactical and technical proficiency of our troops was constantly heightened. This was because the units in the rear area as well as those on the battlefield were very highly determined and used every hour of every day to train their troops and record feats of arms. This determination was built and constantly strengthened on the basis of an iron will to fight and totally defeat the U.S. pirate aggressors, liberate the South, defend the North and achieve the peaceful reunification of the fatherland. These lessons and experiences are of very great significance in guiding and organizing the present training of troops.

In peace time, every job of our army is just as urgent. Only with very high determination based on a thorough understanding of the task of the revolution and the task of the army in the new stage and a thorough understanding of this year's training task and requirements and the experiences gained in training can the various units fully complete their troop training programs and achieve the best possible results.

Our people won total victory in the war of resistance against the United States for national salvation. Our country's revolution has entered a new stage, the stage in which the entire country is independent and unified and has the single strategic task of carrying out the socialist revolution and advancing rapidly, strongly and steadily to socialism. Our army gloriously completed its task in the liberation of the fatherland and has undergone extraordinary growth. In the new stage, our army has the very large tasks of continuing to build a powerful conventional, modern people's army, maintaining its readiness to fight in defense of the fatherland, working in production and the construction of the country. Building a powerful army and maintaining its readiness to fight in defense of the fatherland are always the most important task, a task which is part of the revolutionary nature and function of our army. Completing the training program well is designed to carry out this foremost task of the army.

The task of defending the socialist fatherland demands that our armed forces take new strides forward in every area. Only by training well can the various units complete their immediate combat readiness task and, at the same time, complete their task of maintaining combat readiness over the long range; only by training well can they possess the necessary combat skills and be able to defend the socialist fatherland in all circumstances. Good troop training is a manifestation of the concept of "constantly heightening our vigilance and continuously strengthening the national defense system and maintaining political security and social order" as set forth in the party's line on the socialist revolution.

Troop training is a job which is closely related to both of the major tasks of the army in the new stage. Good training is designed to maintain combat readiness well and engage in productive labor well. The training of troops is comprehensive training, that is, it involves political and military training, training in economics, training in the will to fight and the sense of organization and discipline, tactical training, technical training, physical training and so forth. It makes an important contribution to training and forging our youths to be determined soldiers defending the fatherland and skilled socialist workers and contributes to carrying out the noble task assigned to our army by the party of being a large school training the young generations to be new socialist people.

Therefore, we must conduct troop training in a very urgent and good manner at all times. We must make full use of all time allocated for training in order to train troops very well and achieve high quality for the purpose of rapidly improving their combat skills. Whereas, in past years, urgent, good training was designed to rapidly win final victory in the liberation of the fatherland, today, urgent, good training has the purpose of firmly defending the fatherland in all circumstances. All regular army units, whether they are maintaining combat readiness or engaged in productive labor and economic construction, must urgently carry out troop training. Every effort must be made to guard against and correct mistaken thinking which maintains that troop training is not very important to units engaged in production or the phenomenon of "taking it easy at the start of the year and rushing at the end of the year" which leads to the failure to complete, or not complete well, the troop training program.

The results of the training of the Song Gianh Regiment in Military Region 4 and many other units throughout the army prove the importance of building high determination in the guidance and organization of training. As a result of being highly determined, the Song Gianh Regiment fulfilled its task of participating in the construction of the Thong Nhat Railroad and followed this by successfully completing its training program. On the other hand, some units which specialize in training have achieved limited results in their training because their determination was not very high and their guidance was not concentrated.

The year 1977 is the second year of the plan for building up the army since the total liberation of the country. Military training in 1977 must be continuous and must develop upon the achievements recorded during the previous year in order to create the conditions for continuing to accelerate training activities in the years to come, together with the other jobs that must be performed, and bring about a strong change in every aspect of the unit.

Military training must be conducted on the basis of constantly heightening the will to fight, the thoroughly revolutionary spirit and the revolutionary-offensive spirit of troops. Thoroughly understanding the revolutionary line and the military line of the party in the new stage, displaying a high spirit of socialist patriotism and socialist awareness, displaying a high sense of socialist collective ownership, strongly developing the nature and fine tradition of our army and accelerating the "determined to win" emulation movement are the basic prerequisites for completing each task of the army well, including its military training task.

Establishing conventional procedures is a very important requirement in achieving uniformity throughout the army in the areas of leadership and command activities, the organization of staffs and equipment, tactics and techniques and so forth for the purpose of increasing the leadership strength of the party, increasing the effectiveness of the various regulations in effect within the army and completing each combat, work and production task of our army well.

We must insure that the unit possesses good combat capabilities and is in a high state of combat readiness. Training must be closely linked to the maintenance of combat readiness and must insure that the unit is always in a state of combat readiness. The thinking, organization, personnel and each piece of equipment, each means and each weapon within the unit must always be in a state of readiness. There must be full compliance with each combat readiness regulation. The units stationed at important positions and at key places must have specific combat plans and must become well versed in these plans through training.

Forging the sense of organization and discipline is a very important requirement in the training of troops. It is necessary to insure that each cadre and soldier within the unit displays a high sense of organization and discipline, fulfills his military duties, complies with the lines, positions and policies of the party and government and the constitution and laws of the state and

fully obeys the orders, regulations and rules of the army as well as the laws and regulations of the local government. They absolutely must obey each organization, each command, fully comply with the orders of the upper echelon and be determined to overcome all difficulties and hardships in order to successfully complete each task. They must, under all circumstances, maintain close internal unity, closely unite with the people, respect and protect the government and mass organizations within the locality and maintain and enhance the fine revolutionary nature and tradition of our army. All units must take determined steps to correct each manifestation of liberalism, a lack of discipline and actions contrary to the revolutionary nature of the army. Command cadres and the staffs on the various echelons and within the various sectors must fully understand and fulfill their duties, set good examples at all times and places, display the correct deportment and style and display a high sense of responsibility to teaching, forging and managing troops, managing equipment and managing the material base. Soldiers must display a high sense of organization, display self-imposed discipline, fully comply with the orders, regulations and rules of the army and the laws of the state and maintain military bearing and the military style. The regular army forces participating in economic construction must display a high sense of organization and discipline in their work and fully comply with the rules and regulations governing their work and productive labor in order to achieve high productivity, high quality and low production costs; at the same time, they must maintain their military discipline and fully implement the necessary regulations of the army in order to maintain their combat readiness.

Establishing conventional procedures, insuring the maintenance of combat readiness and forging the sense of organization and discipline are a very important requirement, a very important element of training activities in 1977. Only by implementing good, conventional procedures, maintaining a high level of combat readiness and forging self-imposed, strict discipline is it possible to complete the training task and, at the same time, complete all other tasks.

Therefore, on the basis of thoroughly understanding the task of the revolution and the task of the army and, at the same time, thoroughly understanding the task and requirements of this year's training program in coordination with studying and applying the lessons and experiences gained in training last year and in combat in previous years, we must build high determination to complete, as best possible, the training program for 1977, the second very important year in the implementation of our army's long-term training program.

The determination to complete the training task well must be manifested in the formulation of an accurate, scientific training plan and the implementation of this plan.

Working in a planned manner is a very basic characteristic of a conventional, modern army. Planned activities are a special feature of the socialist economy. In view of the fact that our army is simultaneously performing the two tasks of building up the army and maintaining its readiness to fight in defense of the fatherland while building the economy and the country and in view of the

fact that every unit has many different tasks, it is even more necessary for training, as well as every other activity, to be conducted in a planned manner. The experience of the units which completed their training tasks well last year shows the important significance of formulating yearly, quarterly, monthly, weekly and daily plans for training with the specific degree of planning dependent upon the echelon involved.

Through the formulation of plans, the party committee echelons and command cadres can assert, from the very outset, their determination to complete the military training task and all other tasks. Within the overall plan of the unit, the various tasks are arranged, coordinated and balanced with one another in terms of when they will be performed, by which forces they will be performed and the types of support needed, arranged in a specific order of priority and in accordance with the nature and requirements of each task. In the training plan, the various training subjects are arranged in such a way that they progress from a low to a high level, from the simple to the complex, can supplement and create the conditions for one another and make full use of time and means for studying and training, thereby making full use of the capabilities of instructors and the cadres in command of units. This plan can help the upper echelon observe, inspect and help the lower echelon in a prompt manner by correcting inaccuracies and inefficiencies, making adjustments where there is a lack of coordination among units, etc.

Experience has also shown that units which do not formulate a good training plan do not make full use of their time or full use of the various material conditions in the process of conducting training. Sometimes, they have more than enough time but lack the necessary material-technical base; sometimes shortages are made worse by the lack of planning; sometimes they have more time and forces than they need but do not make full use of them; and, sometimes they have a surplus of one factor but a shortage of another, all because their plans are uncoordinated and obstruct or even conflict with one another.

By looking at a plan, it is possible to tell whether the determination in training is high or low, whether the organization of training is scientific or unscientific and whether coordination is tight or loose. It reflects the understanding of the task and the level of organization and command of the cadres on the various echelons. Thus, with regard to cadres, the formulation of a training plan is not only a result of the requirements of the training activities of the entire unit, but is also an important element and measure in forging their organizational and command skills, forging an accurate, scientific and conventional style.

A scientific training plan is one that is based on objective conditions and the highest possible subjective efforts. It is the result of comprehensive, detailed computations and a thorough understanding of the task, content, guidelines and methods of training.

It is first of all necessary to understand that training is the central activity of those units which have the task of maintaining combat readiness and an important activity of the units engaged in economic work. Saying that

training is the central activity means that it is necessary to focus leadership efforts on training, there must be adequate time for training, training must be under the close command of the commanders on the various echelons and there must be an efficient training plan which is balanced with the other areas of work of the unit. The plan must point out all advantages and difficulties and set forth very specific measures for developing upon these advantages and overcoming these difficulties in order to achieve the highest possible results in the shortest possible amount of time. This year, all units, generally speaking, have advantages in their favor, for example, the corps of instructors has been well trained, their training skills are rather well developed, there is a relatively strong corps of non-commissioned officers and technicians, veteran soldiers and new soldiers have been classified well, etc. If we develop upon these advantages, we can achieve good results in training even if only a small amount of time is set aside for training. The training plan must attach importance to productivity and use productivity and quality as the basic measurement for evaluating whether or not training has been given appropriate attention.

The training plan must adhere to the guidelines of providing basic, comprehensive, systematic and unified training. The plan must insure that the order in which subjects are studied progresses from low requirements to high requirements, from individual subjects to combined subjects, from the simple to the complex and provide for a thorough study of each subject so that a deep understanding is gained of both theory and practice; the plan cannot be arranged in a manner that skips from one subject to another. Only in this way is it possible to insure that cadres and soldiers are proficient, are creative in their actions; only in this way is it possible to insure uniformity in terms of the overall level of skills of the entire army and lay the foundation for next year's training.

Formulating an accurate, scientific training plan is very important. Guiding and organizing the implementation of the training plan are even more important. They demand leadership and command talent on the part of the various echelons in the use of forces, inspections and supervision, the prompt gaining of experience, the creation of favorable conditions for the lower echelon and, at the same time, the development of the creative abilities of the masses for the purpose of completing the training plan.

Last year, all of the units that recorded achievements in their training were units which tightly managed and successfully guided the implementation of their training plan. However, some units still displayed shortcomings and weaknesses in their organization and guidance of training: instead of fully carrying out their plan, they conveniently eliminated some of the contents of the plan and cut down on the amount of time spent in training; the upper echelon left training up to the lower echelon; the commander left training up to the staff; there was a lack of specific measures when difficulties were encountered, etc. Consequently, the results of training were not high, the skills of troops are not uniform, cadres did not improve their ability to command and manage troops and the level of combat readiness of these units is limited.

Experience has shown that organizing and guiding the implementation of the training plan are most difficult when there are emergency tasks to perform. Every unit has its own ways of resolving this problem based on its specific situation. The units which resolve this problem well are generally successful because they planned for this contingency in advance, allocated appropriate time to move to another location, adopted a relatively accurate reserve plan and kept their forces and means in a state of readiness, consequently, they have been able to control their work in every situation without being stagnated or confused. When an unexpected task arose, they used either a portion of their forces or all of their forces to rapidly complete this task with the highest possible results and then quickly resumed training. In 1976, several units, although they had to perform many unexpected jobs and were not able to begin their training until the 3rd or 4th quarters, still managed to complete their training plans because they planned for such a contingency early in the year and worked in an effective and very urgent manner. They would not have completed their training plans without adequate planning or, in particular, if they did not act in an urgent manner and used "unexpected work" as an excuse for not conducting training.

A very important matter in tightly managing the implementation of the training plan is that of fully complying with the various regulations in training, such as those on the approval of the plan, registrations, statistics, the training of instructors, the approval of the training curriculum, the training of new soldiers, the division of training management and guidance echelons, material-technical support, alerts, operations and combat readiness. In particular, it is necessary to maintain and very thoroughly comply with report regulations and the regulations on training inspections on all echelons.

It is very necessary to comply with training report regulations. These regulations are laws of the state, they are a very strict code of discipline within the army. Full compliance with report regulations is a manifestation of the lower echelon's sense of organization vis a vie the upper echelon. Reports must be specific, concise and practical, they must be researched and scientifically based and they must reflect the substance of the training situation and training results. Submitting accurate reports is a quality reflecting the revolutionary nature, the loyalty of the party member and cadre to the party and the organization. It is the result of a proper motive, a thorough style and the ability to conduct scientific analysis on the part of the person submitting the report. The objective of reports is to inform the upper echelon of the training situation on the lower echelon and enable the upper echelon to provide accurate, prompt guidance and help the lower echelon overcome its difficulties and correct its mistakes, thereby insuring that training activities are properly oriented and comply with the contents of the training program. To submit an accurate report, the commander himself must conduct inspections and use his staff to collect information on the situation. As persons who assist the party committee echelon and the commander, the staff must also adhere to report regulations, assess the unit's situation, periodically review, analyze and evaluate the training situation and, on this basis, submit proposals to the commander and the party committee. Statistical data is very necessary; however, we cannot stop at these figures, rather, we

must have methods whereby we can thoroughly examine and scientifically analyze these figures so that they have practical meaning and reflect the substance of training activities. Reports which only consist of lifeless figures are of little practical value.

In conjunction with maintaining report regulations, the various echelons must fully comply with inspection regulations, that is, inspections by the commander as well as inspections by the staff. Inspections manifest the thorough style of the commander. Inspections are an integral part of leadership. Le Duan, the general secretary of the party, has pointed out: "Without conducting inspections, a person cannot be considered a leader." The commander cannot simply assess the situation indirectly, rather, he must assess it through inspections of the lower echelon. As with reports, inspections are designed to assess the substance of the situation. Therefore, whereas reports demand fidelity, inspections demand clearsightedness. The inspector must be completely familiar with the training task and with the contents, requirements, guidelines and methods of training; he must have a comprehensive, overall point of view and the ability to analyze matters quickly; he must be able to detect both strongpoints and weaknesses and both objective circumstances and subjective factors; in particular, he must be sensitive to the new and effectively help the lower echelon. Every echelon must attach particular importance to inspecting basic units. They must fully adhere to the requirement of building companies which are strong in every respect and adhere to the training task on the basic level in 1977 in order to conduct good inspections of training at basic units. Depending upon the situation of the various branches and services, echelons must adopt regulations for conducting periodic inspections, conducting preliminary reviews, evaluating results, promptly gaining experience and disseminating this experience to their various units in order to achieve uniformity in the contents, requirements and methods of training.

In organizing training, it is also necessary to utilize the creative abilities of the masses and develop their spirit of socialist collective ownership. Every cadre and soldier must be given a thorough understanding of the objectives, task, content, requirements, guidelines and methods of training and the various stages of training so that everyone is the master in military training within the scope of his position. The experience gained in the 1976 training year showed that at units which encountered difficulties with arranging time for training, with training sites, with arranging their plans and which had to perform unexpected work, if matters were put before the masses to be discussed, cadres themselves implemented the suggestions of the masses and soldiers displayed enterprise, initiative and creativity, took every possible measure, made full use of their time and arranged their work so that they could engage in training and complete each task well.

The on-the-job training of command cadres and staff cadres on the various echelons is of central importance in the 1977 military training task. Due to the requirements of building a conventional, modern army, building powerful people's armed forces and maintaining combat readiness, the cadres on the various echelons must make every effort to improve their qualifications in every respect. They must constantly study and raise their level of socialist

awareness and forge very strong political skills, a staunch working class stand and very good organizational skills. They must have a deep understanding of the lines and policies of the party and state in the new stage. They must take positive steps to improve their command of Marxist-Leninist theory, possess the necessary knowledge of the social and natural sciences relating to military affairs and make every effort to deepen their knowledge of economics. They must practice a scientific method of evaluation in order to recognize and correctly resolve complex problems arising in the realities of the revolutionary struggle in our country and the world. Cadres must truly heighten their spirit of political responsibility, improve their organizational skills in the revolutionary-offensive spirit, make every effort to study, train and learn within the school and within their units, learn while working and be patient and determined to meet the demands of the new situation and task. Cadres must possess a love of soldiers, respect and develop their spirit of ownership, display a democratic style, display the sense of organization and discipline, be skilled in commanding and managing troops, be skilled in organizing combat and, on this basis, improve their knowledge of modern military science and their knowledge of revolutionary military science and art.

In advanced training to improve the skills of the cadres on the various echelons, the advanced training of cadres on the basic level occupies an important position. The basic cadre is the person who directly commands and manages the basic unit. The basic cadre must possess a firm will to fight, be a skilled leader and commander, be skilled in military training and be skilled in troop management so that he can insure the completion of all tasks in the maintenance of the unit's readiness to fight in defense of the fatherland and in economic construction. Only with skilled basic level cadres can units be trained well, thereby building strong basic units and creating the conditions for building powerful military corps. The training of detachments is also a very important part of the troop training program, in general, consequently, basic level cadres play an even more important role in the results of training. The basic level cadre must improve his own qualifications in a fundamental, comprehensive and systematic manner and train the non-commissioned officers and soldiers of his unit under very high requirements. The basic level cadre also personally manages the basic unit and organizes this unit's performance of each training, combat readiness and productive labor task. As a result, full importance must be attached to the training of basic level cadres. It is necessary to conduct good practical training classes and, at the same time, organize good self-study and self-training on the part of basic level cadres within their units. In 1976, the entire army concentrated on building up the corps of basic level cadres. In 1977, while raising training to a new level of development, we must continue to attach full importance to the advanced training of basic level cadres.

In conjunction with the advanced training of basic level cadres, we must intensify the advanced training of staff cadres. Staff cadres must possess a firm will to fight and a high spirit of responsibility; at the same time, they must be skilled in their occupation, be able to conduct thorough research, display a scientific style of work, have the ability to detect problems and

help the party committee and commander effectively guide units. The chief of staff must have the ability to manage work, the ability to organize and establish close coordination and the ability to employ the strength of the collective in order to complete each task well. Staff cadres must be well versed in basic theory and skilled in practice, they must have a deep understanding of and be proficient in the work of their branch and know the work of the other branches so that they can manage work in training as well as in the combat operations of combined troop units. Due to the urgent nature of any future war, staff cadres must be able to assess the situation very quickly, detect problems very swiftly and review and analyze situations in a thorough manner in order to effectively implement the resolutions of the party committee and the directives and orders of the commander in the shortest possible amount of time. These are the objective requirements which staff cadres must make every effort to meet. Combined training operations and maneuvers at the end of the year are the measurement of the results of the studying done by each cadre and the entire staff in the process of conducting training. Therefore, at the very start of the year, staff cadres must rapidly begin implementing the training program; they must study and always have a plan in order to complete both their special work and the study program that has been established so that they can, at the end of the year, conduct good combined staff training operations and maneuvers in accordance with the regulations of the ministry.

The results of on-the-job training and studies depend, to a decisive degree, upon the self-study and self-training of the cadre. We must encourage cadres to display the spirit of patiently conducting research, delving into matters and thinking, encourage them to closely link theory with practice. At the same time, we must improve the various organizational measures, establish clear regulations, supervise implementation, provide tight management and conduct regular inspections, inspections involving both theory and practice in accordance with established standards. Cadres must be self-conscious, set examples in their studies and training, consider studying to be both an obligation and a right and make studying the basic measure used to fulfill their function and constantly make progress.

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MILITARY AFFAIRS AND PUBLIC SECURITY

LE QUANG HOA ADDRESS TO MILITARY CONFERENCE ON ECONOMIC WORK

Hanoi TAP CHI QUAN DOI NHAN DAN in Vietnamese No 4, Apr 77 pp 11-25

[Article by Lieutenant General Le Quang Hoa: "Political Work To Implement the Economic Construction Task"]

[Text] Editorial Note: In February 1977, the Political General Department held a conference to gain experience concerning its political work to implement the economic construction task of the army. A number of units within Military Region 1, Military Region 3, Military Region 4, Military Region 5 and the Economic Construction General Department attended the conference. Below, we have printed an abridged version of the speech delivered by Lieutenant General Le Quang Hoa, member of the Party Central Committee and deputy head of the Political General Department. In this issue, we have also printed excerpts of the reports delivered by several units at the conference.

Dear Comrades,

This conference is a conference to gain initial experiences concerning political work to implement the economic construction task and is a conference being attended by only a few units. Economic construction is one of the two basic tasks of our army. It is a new matter, one closely linked to the undertaking of all our people to build the country and build socialism. It is quite different, in terms of both quantity and quality, from the work and production carried out to improve the material lives of troops during the years of the war of resistance for national salvation. Political work must contribute to the successful performance of each task of the army and must deeply permeate the field of maintaining our readiness to fight in defense of the fatherland the the field of building the economy and building a modern, conventional people's army in the new stage. Political work must fully develop the inherent strength of the army, successfully apply the valuable experiences gained in combat and, at the same time, must undergo suitable development in terms of the content and form of this work. To perform its economic construction task, our army must work and study at the same time; thus, to perform political work in the process of economic construction, we, too, must work and gain experience at the same time. With its tradition of building itself up while engaging in combat, our army surely can work and study at the same time in order to perform both of the tasks

assigned it by the party and state well. Political work will surely make a positive contribution to the successful completion of both of these tasks. This conference has presented many living examples which eloquently prove the great capabilities and prospects of our army on the economic construction front while confirming the great capabilities and the effectiveness of political work; this conference has also begun to clarify a number of important matters in political work for the purpose of accelerating the performance of our army's economic construction task.

Immediately after our army, together with the people of the entire country, victoriously completed the extremely large historic task of totally defeating the U.S. imperialist aggressors and their lackeys, the traitors, and totally liberating the beloved country, it began its pressing, immediate jobs while gradually initiating its basic, long-range tasks. Together with successfully completing its tasks of taking over the management of the newly liberated areas, mopping up remnant enemy troops, maintaining order and security, overcoming the aftereffects of the war, accelerating the effort to build a modern, conventional people's army and maintaining its readiness to fight in defense of the fatherland, our army rapidly gained a thorough understanding of and began the performance of its economic construction task. Although it still does not have a truly thorough understanding of its task, although its organization and policies have failed, in many respects, to promptly change to meet requirements, although it encountered many difficulties and much confusion at the start and although the results achieved have not been very large, the army has made positive contributions to the production of material wealth for society and helped reduce the immediate difficulties of the country. On the other hand, in the 1 year we have been performing this task, we have constructed several initial material-technical bases, gained some experience and created favorable conditions for moving forward to successfully complete our army's economic construction task.

We are very excited over the recent praise given us by the National Assembly and government: "In the short amount of time they have been engaged in economic construction, the units of the army have encountered many difficulties and many things with which they are unfamiliar; however, the fact that they have begun to achieve results...represents a major effort, is of important significance and has helped increase the production capacity and the material wealth of society."

On the basis of the initial achievements that have been recorded, we can conclude that our army possesses tremendous capabilities for completing, successfully completing, both tasks of maintaining its readiness to fight in defense of the fatherland and building the economy and the country, thus becoming a large school for training the young generations to be new socialist people. With regard to its economic construction task, our army possesses capabilities in agriculture and industry, in ocean fishing and forestry, in communications-transportation and capital construction; it can coordinate mechanized labor with manual labor on a small, medium or large scale, produce products to meet the needs of society, practice cost accounting and operate businesses at a profit, thus benefiting the state and the people. The tons

of grain and food, tons of commodities, kilometers of roadway, sections of mine shaft, water conservancy projects and all of the products recently produced by our army have been the result of a process of difficult struggle to overcome many difficulties and shortages at places filled with hardships and challenges, places within a country heavily damaged by many years of war. They confirm that the line of the party on the socialist revolution and socialist construction is accurate, confirm that the position of our party and state of coordinating the military obligation with the obligation to work and the system of the army participating in economic work is correct. They prove that our army possesses tremendous strength in both combat and construction, in both military affairs and economic work, as reflected in the spirit of Lenin's teaching to the Soviet Red Army: the Red Army is fully capable of utilizing the superior nature of the military organization in time of war to fulfill the task of building socialism. They also prove that political work, together with the other areas of work, have played a positive role in the process of the army's performance of its economic construction task.

Political work has given cadres and soldiers an increasingly deep understanding of the line of the party on the socialist revolution and socialist construction and a thorough understanding of the two major tasks of the army at this time: maintaining its readiness to fight in defense of the fatherland, which is its task of foremost importance, and building the economy and the country, which is an extremely important task. Political work has developed within troops an increasingly high spirit of socialist patriotism and an increasingly high level of determination to complete each task. The "determined to win" emulation movement has become more widespread with each passing day; many units reached new pinnacles in the emulation drive to record achievements in celebration of the 4th National Congress of Delegates of the Party. With regard to economic construction, all military regions, military corps, branches, services and localities have units which are models of the socialist style of work, that is, the style of working in a disciplined, technical, creative and highly productive manner. From Cao Lang to Minh Hai, from the mountainous forests of Viet Bac to the mountainous forests of the Central Highlands and eastern Nam Bo, from the Red River Delta to the Mekong River Delta, from the mainland to the sea, from the borders to the islands, many of our cadres and soldiers are displaying the revolutionary-offensive spirit, displaying a high spirit of revolutionary heroism, making every effort to train, maintaining their combat readiness, working with enthusiasm and overcoming every difficulty to complete each task. Political work has inspired units to march strongly into battle on the economic construction front and orient each activity involved in party work, Youth Union work and Trade Union work toward organizing labor and each activity in production and so forth. Valuable experience is being gained in political work in support of the performance of the economic construction task. Below, we present some of the initial experiences gained from these living realities.

1. Constantly giving troops a thorough understanding of the two major tasks of the army in the new stage, bringing about a strong change in their understanding, thinking, feelings and actions and building their determination to successfully complete their economic construction task.

The tasks of our army are determined by the revolutionary line of the party and the political and military tasks of the revolution. To have a thorough understanding of the economic construction task of the army, it is necessary to fully understand the line on the socialist revolution and socialist construction set forth by the 4th National Congress of Delegates of the Party. We must fully understand the task of building and defending the socialist Vietnamese fatherland, the line on building the national defense system and the policy of coordinating the labor obligation with the military obligation; at the same time, we must have a full understanding of the two basic, long-range tasks of the army, namely, maintaining its readiness to fight in defense of the fatherland and building the economy and the country.

The 4th Congress of National Delegates of our party thoroughly reviewed the recent stage of the revolution and set forth the line on the socialist revolution and socialist construction in the new stage. The resolutions of the congress charted a course for our people which is consistent with the law of evolution of history and consistent with the principles of scientific socialism as creatively applied to the revolutionary realities of our country. Le Duan, the general secretary of the party, said: "The resolutions of the congress...open broad horizons for the comprehensive development of our country, for the blossoming of the intelligence and the talents of each Vietnamese." Only with a thorough understanding of the historic resolutions of the congress can our army fully realize the great significance of its tasks; only with this understanding can our army realize that defending and building the socialist Vietnamese fatherland is the extremely glorious task of our army in the great undertaking of our entire party and all our people in the new stage of the revolution.

Together with its task of maintaining its readiness to fight in defense of the fatherland, building the economy and building the country are a task which is part of the nature of the new style army of the proletariat; they are a function of the army of the socialist state; they are a requirement of socialist construction and a requirement of strengthening the national defense system; moreover, they are a requirement of the buildup of the army and its maintenance of combat readiness over the long range. This is a very creative position of our party; it is a correct way to establish the relationship between building the country and defending it in a manner consistent with the specific historic conditions of our country; and it represents the trust the party has in our army.

Thoroughly understanding the economic construction task of the army means thoroughly understanding the significance as well as the objectives and specifics of this task. On the basis of the requirements of the socialist revolution and socialist construction and in view of the tremendous capabilities of our army, the party and state have given our army the responsibility of becoming an assault force on the economic front. We must advance directly to large-scale socialist production, quickly form industrial-agricultural federations and federations of enterprises, go into important and difficult areas and sectors and perform jobs which must be completed in a short amount of time. Thus, the army will make a positive contribution to rapidly develop-

ing the system of national ownership and building the material-technical base of socialism; it will help accumulate capital for expanded reproduction, help redistribute the labor force among the strategic areas of the entire country, help coordinate the economy with the national defense system and, in this manner, train cadres and soldiers to be new, socialist people, be determined soldiers defending the fatherland, be skilled workers. To achieve these objectives, our army must build specialized farming areas, build forestry areas and open land to cultivation in large wilderness areas; it must build capital construction projects in the communications, water conservancy and power sectors and build factories, housing, municipalities and cities; the enterprises of the national defense industry must support the defense of the nation, the economy and the life of the people; the army must engage in fishing and the harvesting of marine products, etc. Our army will perform these jobs on a large scale, medium scale and small scale and endeavor to advance toward large-scale socialist production in the cities, the lowlands, the mountainous forests, the islands and the coastal region; it will closely coordinated mechanized, semi-mechanized and manual labor while endeavoring to accelerate mechanization. Regardless of the unit's task, political work must thoroughly teach the significance, objective and specifics of this task.

Regardless of the unit's task, political work must provide a truly deep understanding of the revolutionary line and task of the party, give troops a thorough understanding of both of the major tasks of the army in the new stage and, on this basis, give them a thorough understanding of each specific task of their unit.

Political work must also give cadres and soldiers a deep understanding of the significance, objectives and specifics of the economic construction task of the army, in general, and delve deeply into matters pertaining to the line on economic construction, the guidelines of economic construction and economic management measures. Political work must, in addition, give cadres and soldiers a clear understanding of the role and position of the task and economic sector in which their unit is engaged and deepen their understanding of the occupation in which they are working as this is the only way to mold the proper thinking and feelings, establish their combat position on this front, build their determination to take action, build love of one's sector and unit and heighten the sense of responsibility to both the economic construction task and the task of building up the army and strengthening the national defense system.

The experience of all advanced model units shows that once our cadres and soldiers have a full understanding of the important significance, the objectives and the specifics of the economic construction task, their unit, regardless of how difficult its task might be, overcomes its difficulties and successfully completes its task. If we take positive steps to teach troops, to give them a clear understanding of the great importance of the revolutionary undertaking, if we heighten their socialist patriotism, if we closely link their thoughts and feelings to this great undertaking and if we heighten their spirit of ownership and their revolutionary-offensive spirit, we will build and strengthen their determination to carry out the economic construction task. And, only

with high determination is it possible to take positive and creative actions. The effort to provide a thorough understanding of the task and build determination must be a routine, continuous effort throughout the process of economic construction; it cannot simply be considered completed after one or two attempts.

2. Insuring that troops always have a full understanding of military laws and economic laws so that they can perform economic work with the highest possible results.

The units of our army engaged in economic work are governed by the laws of military organization and the economic laws in the areas of ideology, organization and mode of operation. In the process of carrying out the economic construction task, units must always adhere to both military laws and economic laws, understand the reciprocal relationship and effect between these two types of laws and develop upon the strength of military organization for the purpose of winning the largest possible victory in economic construction while successfully carrying out the task of maintaining combat readiness and accelerating the building of a modern, conventional people's army.

Our cadres and soldiers who have been assigned the responsibility by the party and the people of serving in the people's armed forces are extremely honored and proud to be within the ranks of the heroic army of a heroic nation, an army which possesses a very glorious revolutionary nature and tradition. Our youths have a military obligation to defend the fatherland and an obligation to work to build the country. Our cadres and soldiers are participating in economic work as revolutionary military personnel fulfilling their obligation to the fatherland. Our army is participating in economic work under the responsibility of being the assault force of the party and the people. Therefore, our army is performing its economic construction task in a high spirit of revolutionary awareness, in a spirit of self-awareness, initiative, resourcefulness and creativity and wants to contribute as much as possible to the fatherland and the people. This political-moral strength insures that our army will overcome every difficulty and hardship and complete each complex task on the economic construction front. We will use our spirit of determination to fight and defeat the enemy to conquer nature, conquer poverty and backwardness. We will transform the revolutionary heroism displayed in combat into revolutionary heroism in economic construction. Therefore, as in combat where we promoted a continuous emulation movement to kill the enemy and record feats of arms, in productive labor, we have been and certainly will continue to promote a "determined to win" emulation movement in order to successfully complete each task.

Our army is a revolutionary military organization. A revolutionary military organization has its own unique strength. It is the strength of a collective which has been tempered in combat, a collective within which persons have very close relations with one another, relations based on the spirit of revolutionary comradeship and on the principles of a centralized, unified command and strict, self-imposed organization and discipline. This strength

is very well suited to the requirements of economic construction and socialist construction. Through scientific research, it has been confirmed that labor productivity can be increased by tens of percentage points simply by improving internal relationships and making organizational improvements so that every worker is satisfied and internal unity is established.

The art of military organization and command of a modern, conventional people's army which practices large-scale coordination among its various branches in combat operations is very well suited to the mode of large-scale industrial economic activities. Our cadres and soldiers are familiar with working in a planned manner involving the careful calculation of objective and subjective conditions, thorough ideological, organizational and material-technical preparations, a specialized division of labor and close coordination; they are careful, accurate and precise and possess a very high assault spirit. These are attributes which are very well suited to the requirements of large-scale socialist production, they are factors which result in high productivity and high economic returns.

Military laws, the laws of military organization have an impact upon the process of economic construction by creating the strength of the economic construction unit. At the same time, units must comply with the requirements of the economic laws in economic construction work. These two types of laws have an impact upon each other. The purpose of having a full understanding of both of these types of laws is to improve the overall qualifications of cadres, give cadres an overall point of view and develop within them the ability to complete their duties in the new stage of history.

Therefore, in the process of building the economy, our army must have a thorough understanding of both military laws and economic laws. It must correctly apply its military experiences in the field of economic work. Political work must develop upon the political-moral strengths as well as the strength in the organization and mode of operation of military units in order to successfully carry out both of our army's tasks of building the economy and maintaining its readiness to fight in defense of the fatherland.

3. Training and utilizing the corps of cadres, manual workers, technicians and professional personnel in the economic construction task.

In the performance of every task, be it in combat, the maintenance of combat readiness, the training and building of units or economic construction, cadres always play an extremely important role. During the nearly 2 years we have been engaged in economic construction, our cadres have made a noteworthy contribution to the economic achievements of the army and always played the leading role within their units. The realities of carrying out the economic construction task more clearly show that at places where cadres clearly understand their responsibility, are bold, study diligently and become deeply involved in economic work, units record good achievements. Therefore, the training and utilization of the corps of cadres is of extremely important and pressing significance.

The cadre, regardless of his position and regardless of his task, must receive advanced training in order to deepen his knowledge of Marxism-Leninism, which is the revolutionary and scientific method of examination, so that he can correctly analyze and understand the matters with which he must deal. He must have a full understanding of the lines and viewpoints of the party and possess knowledge of modern military science, the various economic laws and science-technology so that he can perform both of the tasks of the army well. Military knowledge and economic knowledge are very closely interrelated. Only by understanding the economy is it possible to have a full understanding of military science. Only by understanding military science is it possible to lead and command troops in economic work in a way that leads to good results.

Our corps of cadres are a valuable asset of the party and state. Every effort must be made to fully utilize, train and develop the existing corps of cadres while urgently training a corps of young, healthy cadres to succeed them.

Positive steps must be taken to build the corps of skilled sector leadership cadres and the corps of skilled manual workers. Cadres engaged in economic work must not only possess a high level of revolutionary awareness, be absolutely loyal to the party and possess the revolutionary-offensive spirit, but they must also study in order to continuously delve into the various aspects of economic work in order to develop economic management skills consistent with the advance to large-scale socialist production. Cadres must undergo a strong change in their workstyle and methods and maintain close contact with practice, with the masses so that they can mobilize and manage the mass of cadres, soldiers and technicians in economic construction.

Scientific-technical cadres must, of course, be skilled in science and technology; however, management cadres must also have an understanding of science and technology. Therefore, in cadre work, it is necessary to adopt plans for regularly providing management cadres with practical training and advanced training so that they can learn the various economic laws, learn economic management and learn the necessary scientific and technical knowledge. We must regularly provide existing technical cadres and technical workers with advanced training while rapidly training a corps of technical cadres and workers to meet the requirements of tasks over the long range.

In conjunction with providing on-the-job advanced training, plans must be adopted for selecting persons for training at schools. Full attention must be given to training a force of manual workers, technicians and specialized personnel who are young, highly skilled and well versed in their occupation, possess high revolutionary zeal, have a good command of theory and are able to apply what they learn well in order to meet the rising requirements of the task. We must coordinate training within the school and on the job, coordinate training within and outside the army, train while working and coordinate all three forms of training: practical training for the purpose of taking on another task, short-term training and long-term training. An effort must be made to provide our army, within a specific amount of time, with a corps of economic cadres which is adequate in size and has a relatively complete

structure consisting of research cadres, guidance cadres, management cadres, design cadres, construction cadres, cadres skilled in the operation of equipment and so forth, a corps suited to the requirements of tasks.

To the majority of our cadres, economic work is something new. To be able to perform this work, they must make every effort to learn the necessary knowledge, there is no other way. There was a time when we knew nothing about waging a war; however, we learned the necessary knowledge and waged a victorious war. Now, in our economic work, we also must study and, once we have learned the necessary knowledge, we will be able to perform this work. All cadres must learn and be able to perform this work. While they are learning, they must roll up their sleeves and work. They must learn and conduct research in practice. In the new situation and task, we cannot stop, cannot be satisfied with our achievements. We must display the revolutionary-offensive spirit in economic construction. We must dare to take the offensive, must know how to take the offensive. We must make every effort to work and learn at the same time. Many military regions have opened economic training classes and schools for cadres. Many cadres are studying diligently and setting examples worthy of praise. This is the revolutionary-offensive spirit. We must spread this spirit so that we have a corps of increasingly skilled cadres who can lead and command the buildup of units which are skilled in the maintenance of combat readiness and units skilled in economic work.

4. Conducting good policy work and caring for the spiritual and material lives of troops.

In economic management, as the resolution of the 4th Party Congress pointed out: "It is necessary to closely link responsibilities to rights, closely link the discipline of the organization to the self-consciousness of the individual within an effective structure which compels everyone to fulfill his responsibility while encouraging workers to do more and better work." This is one of the principles of socialist economic management in accordance with the viewpoint of our party. The situation within the units of our army engaged in economic work has shown that we must research and implement this principle in a manner consistent with the characteristics of the military organization in economic work in order to accelerate production.

In the process of production, we must make every effort to develop upon the fine revolutionary nature and tradition of our army and fully employ the basic strength of our army, namely, its political-spiritual strength. At the same time, we must attach importance to conducting good policy work and doing whatever we can to care for the material and spiritual lives of troops. It is necessary to rapidly apply current state policies and regulations concerning the workers in the various sectors and trades, apply them in a manner suited to troops in economic work so that cadres and soldiers have peace of mind, are enthusiastic, become deeply involved in their work, become the masters of science and technology and constantly raise their labor productivity. In this effort, particular attention must be given to providing the guidance needed to achieve full compliance with the state regulations

governing workers in heavy, strenuous jobs, persons who work in harmful environments, persons who work at dangerous places, female workers and so forth. We must study the actual circumstances of the troops in production and economic construction and promptly propose new policies and regulations suited to the special characteristics of the troops in economic work, in general, and suited to each force, in particular, in order to insure unity between the army and the people and between specialized production forces and combat readiness forces.

Caring for the lives of troops not only means awarding productivity bonuses and providing subsidies for strenuous, heavy work, but it also means organizing the material lives, spiritual lives and working conditions of troops well. Policy work, ideological work and the improvement of the material and spiritual lives of troops are closely interrelated. A policy cannot have a positive effect if the ideological work conducted is not good and the lives of troops are not cared for well. Conversely, ideological work cannot have a strong impact if the policy work conducted is not good and the lives of troops are not cared for well.

At this conference, you have seen that if the lives of troops are not cared for well, it is impossible to talk about raising productivity and it is even impossible to meet the norms and quotas of the plan. Managing the organization of life means insuring that everyone is well fed, well clothed and housed in good quarters and enjoys happy, wholesome spiritual and cultural activities; it also means caring for the lives of persons in specialized trades. We must be constantly concerned with improving the working conditions of cadres, workers and personnel by protecting them against sunlight, hot weather, cold weather, dust, noise and so forth in coordination with improving and gradually replacing their equipment and work tools. We must insure that all standards on troop messing and the construction of troop dining facilities and living quarters are met. We must launch a movement among troops to produce more of what they need so that they themselves can improve their standard of living, replenish the energy expended in production and insure themselves of the ability to work in economic construction over a long period of time, thereby improving their lives with each passing day and insuring that everyone engages in economic construction with peace of mind, loves and is close to his unit, emulates with enthusiasm to raise his labor productivity and has confidence in the positions and policies of the party and state. Particular attention must be given to the standard of living of units in the mountainous forests and remote islands which are encountering many difficulties. In conjunction with improving their standard of living, we must concern ourselves with disease prevention, medical care and sanitation and guide everyone in complying with environmental protection regulations and measures in production.

5. Accelerating the "determined to win" emulation movement on the economic construction front.

Emulation is a measure designed to stimulate socialist labor. We must launch an intense, vigorous emulation movement to uphold the right of collective ownership and tap the creativity and intelligence of the masses in productive

labor. In their productive labor in the recent past, many units have mobilized their cadres and soldiers to make every effort to engage in emulation in productive labor; many places have recorded new levels of productivity, made innovations, improved their techniques, exceeded norms and plans, etc. Generally speaking, however, the movement is not uniform and there are places at which the movement was intense when it was first launched but subsequently waned without yielding the desired emulation results. Facts have shown that the right of collective ownership, the intelligence and the creativity of the masses can only be strongly developed when there is close leadership on the part of the leading organizations, when the cadres in charge have a good command organization and when the mass organizations engage in positive activities. Facts have also shown that in order for emulation to become a true and effective revolutionary movement it is not only necessary to hold a formal ceremony to launch the movement and present the slogans of the movement, rather, it is also necessary to insure that the movement is a lasting and widespread movement among the masses and yields concrete results in the completion of assigned tasks. This is a science, an art in leading, mobilizing and organizing the masses in revolutionary activities.

To launch a productive labor emulation movement at this time, leadership organizations must be thoroughly familiar with the position and task of their units and establish emulation targets consistent with the requirements of the task and actual situation of units. They must adopt a thorough plan and fully prepare the material conditions required to meet emulation targets; they must remold the thinking and build the self-conscious spirit of the masses in coordination with taking administrative and organizational measures; they must closely coordinate the leadership, command and mass organizations within the unit and stimulate each activity of the unit in order to complete the assigned task in the best possible manner. It is necessary to establish the following four emulation targets:

First, completing and exceeding the production plan with high productivity, high quality, a high degree of economization and low production costs.

Secondly, achieving good unity and maintaining strict discipline; displaying a high spirit of socialist cooperation in the division of labor and cooperation for the purpose of completing the task; complying with each production regulation and rule and each technical standard; maintaining machinery and tools well and using them for a long time; maintaining labor safety and maintaining political security and social order well.

Thirdly, constantly studying and deepening one's knowledge in every respect; forging one's manual skills and improving techniques in construction, economic management and the performance of the production task.

Fourthly, conducting good military training and maintaining a high level of combat readiness.

When engaged in productive labor, units whose task it is to maintain combat readiness as well as units specializing in economic construction must, on the

basis of the four targets mentioned above, launch an emulation movement and coordinate with related staffs to conduct technical drills, manual skill tests, skilled worker tests and technical promotion tests for the purpose of continuously stimulating the movement and finding and training an advanced corps.

To implement the decision of the Political Bureau of the Party Central Committee to have troops participate in economic construction and serve as the assault force on this front, the units specializing in economic work must endeavor to become, in a relatively short amount of time, model units in every respect, units which are skilled in economic construction so that the advanced corps becomes increasingly widespread. In this intense emulation movement, each person will forge himself in every respect and move vigorously forward to meet the requirements of the new, socialist man. In order for the emulation movement to always be encouraged and stimulated, in order for it to be a steadfast, strong movement, importance must be attached to psychological incentives and appropriately applying the various forms of praise and material awards and other forms of commendation in exact accordance with the regulations of the army while regularly conducting preliminary and final reviews to continuously accelerate the movement.

6. Strengthening the unity with the local people, taking positive steps to help build the locality in every respect and closely coordinating with the state agencies and local government in economic construction.

At this conference, all of your reports have mentioned the fine relationships which exist between troops and the people in the process of performing tasks within each locality. This proves that we have given our attention to establishing a close relationship with, strengthening our unity with and helping the local people. This is a principle of activities, it is part of the revolutionary nature of our army.

Of importance is the need to give everyone a clear understanding of his responsibility and encourage him to make every effort to help the people with their work, help them build their locality in keeping with the guideline of advancing to socialism, advancing to large-scale socialist production. We must clearly see the overall requirements of the entire country in the areas of politics, economics, military affairs, the culture and society and the requirements of the locality in view of the actual situation at each place and, on this basis, take positive steps to mobilize the people to implement the positions and policies of the party and state and, in particular, lead the people down the course of earning their livings collectively and advancing to large-scale socialist production. The local people and government clearly see the positive influence exerted by the troops engaged in economic work upon the construction of the locality and upon the material and spiritual lives of the local people (in the newly liberated areas). The worksites, production enterprises, state farms, forestry sites and so forth organized by troops within localities will employ more and more of the local people. We must immediately assume the responsibility of helping the people learn trades in order to increase their incomes in the immediate future and, over the long range, train new labor forces for the locality. At the same time, we must

help localities build and strengthen their governments, revolutionary mass organizations and mass armed forces on the basic level, maintain order and security, eradicate the reactionary, slave culture and improve the material and spiritual lives of the people. The army is performing its economic task in accordance with the state plan. At each project, enterprise, specialized agricultural area, forestry area, marine products harvesting area and so forth, there is something organized or managed by troops, either for a short time or on a long-term basis or something being done under a contract with a state economic agency. However, everything being done by troops is part of the state plan and related to the various administrative, specialized and technical sectors and agencies of the state. For this reason, when engaged in economic construction, our troops must maintain close relations with the economic agencies of the state. We must closely cooperate with the various economic sectors in the spirit of socialist cooperation and in exact accordance with the regulations of the state.

We must teach troops to clearly understand and always maintain the nature and tradition of the people's army, always serve the people and always comply with the 12 points of the Code of Discipline. Regardless of where they are stationed and regardless of their job, troops who damage the land or gardens or infringe upon the rights of the people absolutely must make satisfactory compensation and must work closely with the local governmental agencies from the provincial to the village and cooperative levels and sometimes even visit each household to discuss the matter in question with the people and gain their understanding and support before starting to work. Units that have the responsibility of going to remote, wilderness areas where troops are rarely seen or to ethnic minority areas must thoroughly comply with the nationalities policy of the party, respect the customs, habits and religious beliefs of the compatriots of the various minorities and establish good feelings between the army and the people from the very outset and throughout the period troops are working within the locality, thereby implementing the teaching of Uncle Ho: "You must act in such a way that your compatriots welcome you when you arrive, gladly help you while you are stationed there and miss you when you leave. Such is a great victory."

7. Strengthening the leadership of the various organizations of the party, developing the function of the commander and increasing the role of the mass organizations and the effectiveness of the political staff.

To implement the resolution of the party on strengthening party leadership, we must, in the course of building the economy, think about, study and gradually gain experience concerning the following matter: the relationship among the party committee which provides leadership, the commander who commands and manages troops and the masses who exercise their right of ownership and participate in each aspect of unit management.

As a result of the shift to the new stage with its new tasks, the various organizations of the party face new requirements in their leadership activities. All organizations of the party must display a high sense of responsibility toward closely leading both of the basic tasks of the army and must delve deeply

into the task of their unit. Within the units specializing in economic construction, the organizations of the party must correctly implement the principle of collective leadership by the party committee and personal responsibility; they must have a clear understanding of the lines, positions and policies of the party regarding economic activities and must develop the function of the commander as the manager of each job of the unit; they must teach party members, cadres, soldiers and national defense workers and personnel to fully comply with the directives and resolutions of the party, the laws of the state and the laws, regulations and rules of the army and complete the plan assigned them.

To our army, the science and technology involved in economic construction are new matters. The various organizations of the party must be highly determined to become deeply involved in providing scientific and technical leadership in economic construction.

In their leadership of the management of production and economic management, the organizations of the party must always fully adhere to the thinking and methods of management of the socialist mode of business and perform their economic work in a profitable manner that benefits the state, the army and the people. Through the realities of leading the performance of the economic construction task, we must build strong organizations of the party and forge the corps of party members in terms of their qualities, ethics and skills. The results of tasks must be used as the measurement of the leadership quality of the organizations of the party and the responsibility and ability of each party member. Of importance in the immediate future is the need to reorganize and strengthen the organizations of the party so that they are suited to the characteristics and requirements of their task in order to truly strengthen the leadership provided by these organizations.

In economic construction as well as in combat and training, it is necessary to heighten the responsibility and improve the practical organizational skills of the commander. Only when the commander has a high sense of responsibility and is highly competent can he help the various party committee echelons provide leadership, only then can he organize the good implementation of the resolutions of the party committee.

At the same time, we must strongly develop the role of the Ho Chi Minh Communist Youth Union. Youths are an enthusiastic, energetic labor force, they are rather well educated and they learn science and technology quickly. We must intensify the teaching of youths and utilize each form of Youth Union activity within economic construction. In particular, we must insure that youths have the correct concept of labor, are clearly aware of their military obligations to defend the fatherland and their obligation to work in the construction of the country and develop their assault role in every field so that they take the lead in the productive labor emulation movement, constantly raise their labor productivity, become deeply involved in science and technology, rapidly learn the laws of economic construction and continuously improve their manual skills. Youths must make every effort to become new, socialist persons, become determined soldiers defending the fatherland, become socialist workers who work in a disciplined, technical, creative and highly productive manner.

The political staffs on the various echelons must become deeply involved in the field of building up the army and maintaining its combat readiness as well as the field of economic construction so that political work closely complies with the political and military tasks of the party and the tasks of the army, is closely linked to the diverse activities of units and promptly meets the needs of cadres and soldiers. In the field of economic construction, the political staff must not only have a thorough understanding of the lines and policies of the party and the resolutions of the party committee echelon, but it must also have a deep understanding of the sector in which the unit is working and use the results of productive labor as the measurement of the effectiveness of its political work.

The above are several initial thoughts presented for the purpose of us studying them together; in the process of their application and implementation, we will gradually supplement and perfect them. The economic construction task which the party and the government have assigned to our army is a very large but very glorious task. Recently, the units of the entire army have developed upon their advantages, overcome their difficulties and recorded initial achievements. These initial victories have provided us with strong momentum. However, there are still many matters which we must study and gradually resolve. All echelons must conduct research and shed light on the problems raised in practice.

In the spirit of enthusiasm over the victories that have been won and in a spirit of emulation to implement the resolution of the 4th Congress of the Party, we must perform better political work in the implementation of the economic construction task so that our army records increasingly large victories in this task. In the immediate future, importance must be attached to leading the good implementation of the directive of the Party Secretariat and the Central Military Party Committee on accelerating production and thoroughly economizing on grain and food.

We are fully confident that our army will surely complete its economic construction task and its task of maintaining combat readiness well, record many new achievements and enhance the glorious tradition of the people's army, about which Uncle Ho taught the following: "Our army is loyal to the party, filial to the people and ready to fight and die for the independence and freedom of the fatherland, for socialism. In completes every task, overcomes every difficulty and defeats every enemy."

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MILITARY AFFAIRS AND PUBLIC SECURITY

IMPROVEMENTS IN MATERIAL LIVES OF TROOPS SUGGESTED

Hanoi TAP CHI QUAN DOI NHAN DAN in Vietnamese No 4, Apr 77 pp 33-38, 74

[Article by Senior Colonel Nguyen Dan Thanh: "Stabilizing and Gradually Improving the Material Lives of Troops"]

[Text] Maintaining and improving the material lives of cadres and soldiers are always an important job, the purpose of which is to maintain and increase the fighting strength of troops. Only when cadres and soldiers are well fed, well clothed and in good physical condition can they possess the resilient health and endurance required by military activities, activities which are ordinarily very urgent in nature and demand the expenditure of much energy.

Throughout the several decades of continuous, decisive fighting filled with hardships, although the material life of the entire country was one of very serious shortages, due to the full measure of concern shown by the party and state, the wholehearted support of the people and the tremendous efforts by cadres and soldiers, the health of our troops was virtually maintained so that they could fight victoriously and successfully build up the army.

Now, in the new stage of the revolution, the tasks of our army have reached very high levels of development. Our army is simultaneously carrying out two major tasks: maintaining its readiness to fight in defense of the fatherland and working in productive labor and building the economy. The task of engaging in training to raise their level of combat readiness in order to firmly defend the fatherland and the task of maintaining political security and social order as well as the task of participating in productive labor and building the economy require a very high intensity of labor on the part of each cadre and soldier.

Whereas organizing the material lives of troops during the war was designed to support the task of winning victory in combat, today, it must be designed to help achieve the very successful completion of the task of maintaining the army's readiness to fight in defense of the fatherland and the task of working and building the economy. This is a new, large and very complex requirement. Our army gained valuable experience in organizing the material lives of troops during the war. We must be aware of all the new requirements of this work and apply and develop upon these experiences in a manner consistent with the new situation of the revolution, the new tasks of the army.

Doing a good job of organizing, maintaining and improving the material life within the army will not only restore that portion of the good health of cadres and soldiers lost in the several decades of extremely difficult combat, but will also insure that cadres and soldiers are in good physical condition and create favorable material conditions for completing the new, large tasks of our army at this time. Moreover, maintaining and improving the material lives of troops are also an important element in meeting the target set forth by the resolution of the 4th Congress of the Party concerning improving the people's standard of living.

In the new stage of the revolution, our army is a combat force as well as a production force. The organization of the material lives of cadres and soldiers will have a direct influence upon how well our army fulfills the very heavy but extremely glorious responsibility assigned it by the party and state. Therefore, we must have a thorough understanding of the immediate and long-range guidelines and specifics of this work, adopt a correct point of view, display a high sense of political responsibility and display a high spirit of initiative in order to organize the material lives of troops well.

The material lives of troops consist of many factors, such as food, clothing, shelter, travel and working conditions, relaxation, the prevention of disease, health care and so forth, the most important of which are food, clothing and shelter. Therefore, organizing the material lives of troops means being concerned with all of these factors while concentrating efforts on providing troops with good food, clothing and housing.

Providing troops with good, nutritional food insures that all military personnel maintain the strength needed for the intense, urgent activities of combat, the maintenance of combat readiness and productive labor. In combat, we attached importance to providing a timely supply of grain and food to all battlefields and provided troops with adequate, hot meals at their battle positions. As a result of providing good meals and gradually improving troop messing and the prevention of diseases in a manner consistent with conditions, which were still very limited by the circumstances of the war, we maintained the health of troops in order to meet the requirements of combat.

Our troops have much valuable experience in improving techniques and improving their daily meals under war time conditions. Under the peace time conditions which exist now, by displaying the spirit of self-reliance and developing upon the experiences gained in troop messing and the prevention of disease, we surely can overcome each difficulty faced in the new situation to improve the daily meals of cadres and soldiers. Meals must be improved in such a way that troops enjoy adequate, hot, good tasting meals which meet all standards. Meals must be improved in such a way that when favorable conditions exist, grain, food, food money, fuel and so forth are used in a reasonable manner without allowing waste, misappropriation or the abuse of cadre and soldier standards to occur. Meals must be improved in such a way that when difficulties are encountered, troops, even if there are shortages of rice or food, still have corn, potatoes, cassava, sesame, peanuts, beans and so forth and can still enjoy adequate, good tasting and nutritional meals.

Together with improving daily meals, we must also attach importance to improving the structure of the army's diet. This is a matter of strategic significance; we have done some work in this area and achieved several initial results but, due to the circumstances of the war, results achieved have been limited. Research into improving the structure of the diet not only supports the effort to feed troops in a manner consistent with economic and scientific requirements, but it also helps improve the structure of our people's diet. The improvement of the structure of our army's diet must be designed to insure that cadres and soldiers enjoy good tasting, clean, civilized food of adequate quantity and quality and eat meals which reflect a proper, scientific balance between grain and foodstuffs, between rice and such subsidiary food crops as corn, potatoes, cassava and wheat, between meat and fish, soybeans and the different types of vegetables, etc. In view of the content, guidelines and nature of improving the structure of the diet, we must perform this work in a spirit of urgency, by scientific methods and on the basis of research; we must gradually begin planning meals in conjunction with attaching full importance to the cooking of food.

Making every effort to improve the techniques of preparing meals and improve the food served and urgently improving the structure of the diet are jobs which are closely related in the effort to resolve problems involving the meals of troops. The entire army must perform these jobs well. All units must do everything they can to provide favorable conditions and overcome their difficulties to insure that the standard of eating of our cadres and soldiers is not only stable in the new situation, but is also gradually raised along with the development of the national economy and meets the troop messing requirements of the modern, conventional socialist Vietnamese army better with each passing day.

To maintain resilient health and endurance and maintain the troop strength needed for combat operations and work, we must, together with the food problem, also find good solutions to the problems pertaining to clothing, housing, travel and working conditions, relaxation, recreation, the prevention of disease, medical treatment, etc. Each of these matters plays a definite role in creating a stable material life for the army and constantly improving its material life. Concern for these matters also reflects a comprehensive point of view in the effort to organize the material lives of troops.

Today, under the peaceful conditions which exist and with the continuous development of the building of the material and technical base of socialism on a nationwide scale, the work of organizing the lives of troops can and must be carried out in all areas under increasingly high requirements. The soldier must not only be well fed, he must also sleep in a bed, have quarters to live in, have a mosquito net, blanket, warm clothing, etc. These requirements are very necessary if we are to insure that our troops are in good health so that they can successfully carry out the large tasks of our army in the new stage of the revolution. Compared to the war years, we now have more favorable conditions for transporting and distributing the essentials of everyday life, implementing the regulations and standards on troop messing and disease prevention on a regular basis, increasing production, improving

the techniques of preparing food and improving daily meals as well as stationing troops at permanent locations and gradually building barracks and a material base for each unit. By taking advantage of the new capabilities and new, favorable conditions which exist, by being creative and finding every way to overcome their difficulties and shortages, every unit within our army can care for the material lives of cadres and soldiers well and improve their food, housing, travel and work conditions, relaxation and so forth.

The firm conditions of a decisive nature needed to organize the material life well and gradually stabilize and raise the standards of eating, clothing, housing and so forth of cadres and soldiers consist of having grain, foodstuffs, cloth, medicine and so forth or, in other words, having the material bases needed for troop messing and the prevention of disease. The quantity of everyday essentials needed to maintain the material life of the army is very large. To obtain this large quantity, the army cannot only be a force which consumes these items, but must also be a force which produces material wealth for society. The material life of the army is dependent upon the development of the social economy. Our troops, however, cannot rely solely upon the development of the economy. Rather, they must make every effort to build the economy in order to provide an important percentage of the everyday essentials they need and help accelerate the construction of the material-technical base of socialism.

Therefore, to stabilize and gradually improve its material life, our army must first work with all the people to accelerate the production of grain and food products. At present, under the light of the 4th Congress of the Party, our entire country is concentrating its energies on accelerating agricultural production in order to virtually resolve the grain problem. On the agricultural production front, the army must be an assault force of the party and state. The entire army must enthusiastically undertake the most difficult tasks on this front in order to make worthy contributions, along with the entire country, to bringing about a leap forward in agricultural development for the purpose of fully meeting the needs for grain and food products. This is the most positive, effective and revolutionary way to resolve the grain and food problem and improve the material life of our army in a basic, long-range manner. All units must mobilize all their forces as much as possible so that they work with eagerness, initiative and enthusiasm in agricultural production. This is a very large and very new job. It goes far beyond and is completely different from the effort by our army during the war to raise more of what it needed. It is part of the line and position on building an independent, autonomous economy and the viewpoint of self-reliance of our party.

Our cadres and soldiers, whether their units are engaged in economic construction or the maintenance of combat readiness, whether they are at agencies, institutes, schools or rear service installations of the army, must, regardless of where they are and under all circumstances, have a plan for producing grain and food and endeavor to meet and exceed their norms, thereby insuring that our entire army successfully completes the grain production task and norms established for the army by the state plan. The national defense factories and the production installations of the various general departments

as well as those within the various branches and services must develop their capabilities in an attempt to produce more and more essential consumer goods within the army. In this way, our army will not only improve the material lives of cadres and soldiers, but also make a positive contribution to building the material-technical base of socialism in our country and to improving the standard of living of our people.

To perform the jobs mentioned above well, every unit must have a detailed organization and plan on all echelons and in all detachments. This organization and plan must not only be designed to produce much grain, food and so forth, but also designed to harvest, distribute, store, process and use grain, food and so forth in an efficient, economical manner consistent with the requirements of improving daily meals and improving the structure of our army's diet as well as the requirement of maintaining and improving the various areas of the material lives of our cadres and soldiers. This is not easy work. Although the results achieved so far have only been initial results, they prove the tremendous capability our army has in economic construction, in stabilizing and improving the material lives of cadres and soldiers.

The job of organizing life is a large job, one which encompasses many areas and has a direct influence upon the completion of the major tasks of the army. It is the work of the entire army, of every cadre and soldier. If maintaining a readiness to fight in defense of the fatherland and working in productive labor and building the economy manifest the right of collective ownership of our troops in the new stage of the revolution, being the master of their material lives is part of this right of ownership. Therefore, to organize their material lives well, we must first of all know how to rely upon the collective strength of the masses, develop the sense of collective ownership of each person and closely coordinate the collective ownership role of the masses with the responsibility of the commander and the competent assistance of the rear service staffs on the various echelons.

Only by mobilizing the collective strength and creative spirit of the entire army is it possible to produce large quantities of grain and food and produce a number of consumer goods to improve the lives and gradually raise the eating, clothing, housing and other standards of our cadres and soldiers. Everything from producing essential goods to improving the techniques of preparing food, improving meals and improving the structure of the diet and from organizing troop messing and the prevention of disease to organizing working conditions and recreation in a scientific, civilized manner consistent with the requirements of the combat readiness task and economic construction task must be based on the strength of the collective, the sense of collective ownership and the organizational skills of the commander in order to achieve good results.

Our cadres must know how to develop the spirit of ownership of the mass of cadres and soldiers within their units and must display a high sense of responsibility in guiding and organizing the material life of the unit. This, as President Ho taught, is a very important part of the overall duties of the commander: "All commanders, from squad leaders to the Commander-in-Chief, must

care for the material and spiritual lives of the members of his unit, must know what they are eating, must understand their aspirations and concerns" (address by President Ho at the conference to review the Route 18 campaign-- May 1951). Only in this way is it possible to see the difficulties and favorable conditions in the everyday lives of troops, see how cadres and soldiers are eating and how they are clothed, see what conditions they are living in, see the objective and subjective reasons for the situation surrounding the life of the unit and, on this basis, promptly adopt appropriate positions and measures.

With regard to rear service and technical staffs and cadres, the spirit of collective ownership is manifested in a sense of responsibility toward their role of serving as the competent command staff of the party committee and the commander in the areas of troop messing, the prevention of disease and the maintenance of the health of troops and a sense of responsibility toward the results of specialized, technical activities in the work of organizing the material lives of cadres and soldiers.

Our army has two tasks: maintaining its readiness to fight in defense of the fatherland while engaging in productive labor and building the economy; therefore, rear service staffs and cadres cannot only fulfill the function of support staffs and cadres, but must also fulfill the function of economic staffs and cadres; they must not only concern themselves with receiving and distributing products and equipment, but must also concern themselves with insuring that units engage in productive labor well, produce many products, achieve high economic returns and make very efficient and economical use of the products resulting from increased production in accordance with the unified regulations of the army and state for the purpose of improving the standard of living. All rear service staffs, be they quartermaster staffs, military medical staffs, barracks staffs, petroleum product staffs or transportation staffs, be they on the upper echelon or the lower echelon, must improve their methods and style of work to suit the new situation and the new task; they must insure close coordination and unified guidance from top to bottom, put rear service work on a regular, conventional basis, effectively help units and avoid unnecessary regulations and procedures which create difficulties and problems for the lower echelon in its effort to support the lives of cadres and troops.

The rear service cadres and staffs on the various echelons must take the initiative in maintaining close contact with units, understanding the needs of troops in their everyday lives and making prompt, timely contributions to improving troop messing and the prevention of disease, especially in detachments and forces working hard in remote, wilderness areas, units tasked with protecting the borders, the islands, etc. Rear service cadres must have a full understanding of the new requirements and new difficulties faced in the troop messing and disease prevention of the units specializing in economic work because these units are on the frontline of a new and very large front involving many difficulties and shortages, consequently, these cadres must promptly assess the labor safety needs and life support needs of the troops in economic work, thereby helping to rapidly stabilize and improve their standard of living.

Developing the spirit of collective ownership cannot only have the purpose of encouraging the mass of cadres and soldiers to voluntarily contribute to improving the food, housing conditions, recreation and so forth of each unit. It must also have the purpose of encouraging the masses to participate in the management and use of the material base. When every cadre and soldier is clearly aware of his ownership role, shares in the work of organizing the unit's life and consciously participates in tightly managing, economically and efficiently using and properly maintaining each piece of equipment, each implement, all grain, clothing and so forth without allowing waste, losses or misappropriation to occur, the material base, although still incomplete, can yield high returns in the organization of life.

In conjunction with making greater efforts, our army must also rely upon the coordination and help of the state agencies and the people of the various localities in order to organize its life. Regardless of where units are stationed, they are not separated from the transportation and resupply of grain and food, the supply of vegetables, meat, fuel and so forth by local agencies, governments and people. The life of a unit working in productive labor, building a city, building a road or state farm is always closely linked to the supply of technical equipment and the preparation of raw and finished materials, closely linked to the implementation of the production management and economic management policies and regulations of the state and the army's regulations and standards on troop messing and disease prevention. The ability of the various agencies, mass organizations and economic sectors as well as the people of all localities to help troops and create the conditions for them to organize their material lives well is very large. All units must actively participate in economic construction within the locality while obtaining all the help they can from the government, agencies, mass organizations, economic sectors and people of the locality in resolving the difficulties encountered by them in organizing the life of cadres and soldiers.

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MILITARY AFFAIRS AND PUBLIC SECURITY

ARTICLE DISCUSSES UNIFORMITY IN MILITARY TRAINING

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[Article by Colonel Dinh Quy Cong: "Military Training by Conventional Procedures"]

[Text] In the new stage of the revolution, our army has the task of maintaining its readiness to fight in defense of the fatherland and the task of participating in productive labor and building the economy. To meet the requirements of these glorious and large tasks, our army is concentrating on building itself up and conducting training in order to constantly increase its fighting strength and labor productivity and meet both immediate and long-range requirements.

In the more than 30 years of fighting while building itself up, our army met the requirements of each stage of the war; military training made positive contributions to increasing the fighting strength of the army and insuring it of the ability to complete the task of fighting and defeating the enemy in the war of liberation. However, because of the special characteristics of the situation surrounding the war in our country, each locality and battlefield differed in terms of specific combat objectives, terrain, organization, staff and equipment, the scale of warfare, the modes of operation and the methods of applying the various forms of tactics as well as in terms of requirements. Military training, as a result, was not unified in some respects.

Due to objective conditions, training had to primarily meet immediate combat requirements during the war, consequently, war time training was characterized by the following several features:

--Combat requirements and missions and the activities of the various sectors in the face of immediate requirements were used as the main subjects of training.

--Training subjects were determined under the guideline of learning what was needed and training in selected subjects. The majority of specific subjects were actual experiences reviewed after each period of time, each battle and each task and job on each battlefield.

--The amount of time allotted for training was generally very short and inadequate. Time limitations were not only evident in the combat training of cadres, soldiers and detachments, but also in the training of the technical and other support sectors.

--The form of organization and methods of training were applied on the basis of war time conditions, for example, training was coordinated with combat or conducted between two phases of combat; there was coordination between the rear area and the frontlines; thorough training in one particular subject, abbreviated training and practical training were the main forms of training.

In reality, military training closely coordinated with political leadership and ideological education met the requirements of each aspect of combat missions; many units that fought well and many technical branches trained for only a short time but recorded outstanding achievements. However, aside from these achievements, it was unavoidable that the results of training would not be the same, would not be uniform, unavoidable that training would not be comprehensive, basic or systematic. As a result, the combat efficiency of each person and each detachment and their ability to complete their task were affected to some extent. This can be clearly seen in the realities of the training and combat of many units. Some units trained in using the various types of mortars well, trained by pinning down or firing near troops with infantry weapons or trained in crossing one plank bridges and trained in swimming with weapons, which are essential techniques on a battlefield characterized by many bodies of water. At the same time, a number of other units had to train to become skilled in fighting in the mountainous forests or in the cities. For this reason, when cadres were transferred from one place or unit to another, they had to spend time in supplemental training before they were suited to their new task and environment.

Today, now that we are at peace, we can and must accelerate training under the guidelines of basic, unified, comprehensive and systematic training to enable us to engage in concerted, large-scale combat operations coordinated among the various branches and services in any future war to defend the fatherland.

Our long-range goal is to build a powerful conventional, modern, revolutionary army. In order for the army to possess high fighting strength, everyone from the soldier to the upper echelon, from the staff to the unit and all branches and services must have the same viewpoint, the same fighting methods and the same fighting style, workstyle and lifestyle. To achieve this uniformity, everything must be based on orders, regulations and rules so that there is uniformity in training, teaching and implementation. This uniformity must be forged into the habits, the skills of each individual, each detachment, each military corps. Only in this way is it possible to create a combined strength for winning victory over every enemy.

Accelerating training by conventional procedures has become an objective, pressing requirement in helping to improve the quality and results of training.

Since the country was totally liberated, the training activities of our army have been conducted under conventional, modern training guidelines. And, we have now entered the second year of the 5-year (1976-1980) training plan--

our first long-term training plan, the purpose of which is to make all the necessary preparations for improving and completing the conventionalization and modernization of our army.

On the basis of the results and experiences we have gained in building a conventional army during the past as well as the experiences and results of the nearly 10 years spent building a conventional army following the war of resistance against the French, we are gradually moving forward to complete the following jobs:

- Establishing uniformity in organizational structure, staffs and basic equipment.
- Establishing uniformity in the leadership, command and management of troops.
- Establishing uniformity in the methods of fighting, training and teaching, in living conditions, in the elementary and advanced training of cadres, etc.
- Establishing uniformity in terms of discipline, etc.

These are the main elements of the conventionalization of the army. Training occupies a very important position in the successful performance of these jobs. Because, only through training and education can these aspects of uniformity be achieved, have an effect and become part of the everyday life of the army.

However, in order for training to achieve true results in insuring the building of a conventional army, training activities must first be conducted in accordance with conventional procedures.

Upon the conclusion of the war, we quickly raised the matter of restoring and orienting training toward conventional procedures. We issued a number of systems of training materials which, although incomplete, have begun to provide a basis upon which units can achieve uniformity in training. We have also drafted and issued several regulations on managing and guiding training. However, due to the conditions of the newly liberated country, conditions in which the very many post-war jobs to be performed have required the concerted guidance of the various echelons and objective circumstances still pose many difficulties, the changes and progress in restoring and building conventional training procedures have not been strong nor widespread. Meanwhile, our chief difficulties and drawbacks at this time are that we do not have a complete system of training materials, many matters are still in the draft stage and cadres have received very little basic training (especially basic level cadres). Determined steps have not been taken to rectify training procedures which are decentralized and lacking in uniformity. These are the major difficulties which we are determined to correct in order to improve the quality of conventional training.

Time is needed to overcome some difficulties and weaknesses. However, we cannot allow this to prevent us from taking positive steps to accelerate the establishment and improvement of conventional procedures in troop training. Below, we have presented a few thoughts designed to help improve training by conventional procedures.

1. Training must be conducted in accordance with a unified program and plan.

The training requirements of building up the armed forces, in general, and the army, in particular, are based on the fundamental, long-range tasks, based on an analysis of the strategic plots of the enemy and the situation surrounding the development of our staff, organization and equipment and designed to meet the needs of different strategic situations in any future war, insure that the army is always in a high state of combat readiness and insure that it is able to successfully complete its combat missions. Therefore, training must be conducted under centralized, unified guidance in a manner consistent with the development of our army, conducted under specific targets for each period of time and conducted in stages and by measures specifically designed to insure that these targets are met.

These targets, stages and measures are the key elements of the training plan, in general, and become the substance of the training program of each echelon and each person or unit being trained. Therefore, the training plan is a basis for organizing training, it manifests the training requirements of each person or unit being trained and it has the purpose of achieving a specific target. As a result, without an accurate, thorough plan, it is either impossible to organize training or training is not uniform or thorough; this gives rise to liberalism and the practice of doing as one sees fit, the consequences of which are a lack of uniformity and synchronization, a lack of balance in training results, thereby affecting the quality of combat readiness.

We are endeavoring to formulate basic training programs for each echelon. We have drafted a training program for new soldiers, a training program for draftees serving 3 years, training programs for infantry squad leaders and company administrative commanders, training programs for several branches, such as the engineers, the signal corps, etc. We have also drafted basic training programs for the soldiers and non-commissioned officers of the various branches. We are also building a training model for the cadres on the various echelons and will complete the basic training program for each echelon and sector (which will consist of a training program for the individual soldier, the detachment, the troops and the military corps of the various services and branches).

Once these basic training programs have been approved and officially issued, the yearly training plan will be a plan for organizing the gradual implementation of these basic programs. This will provide the best possible conditions for unifying training plans. The various units and branches will, on this basis, guide their training into the conventional orb and conducted under high requirements.

In the present stage of transition, training plans must take into consideration many factors related to the characteristics, position, nature and task of each unit. As a result, each echelon can apply the regulations on training subjects and the training program in a manner suited to its specific conditions. However, it is necessary to adhere to the principle that the

plan must be approved by the proper upper echelon before it can be implemented. This principle requires that the responsibility of each echelon be clearly defined and that the training objectives set forth by the high command be met.

Conducting training under a unified program, a unified plan is a main element of training by conventional procedures.

2. Uniformity in training subjects is an essential requirement of training by conventional procedures.

The purpose of establishing conventional procedures is to achieve uniformity of thought, uniformity of organization and uniformity of action in order to create the largest possible combined strength of an army which consists of many combined branches and services and create the combined strength of the units and military regions within the army.

To meet this requirement, the army must be built up and trained. The training process must make practical contributions to raising the political-ideological level, improving practical skills and improving the sense of organization and discipline and eventually mold model persons and units on the basis of established uniform standards.

The training plan only sets forth the targets, stages and measures for gradually building the army. In each of these stages, troops must be taught politics and ideology and be trained in tactics, techniques, orders, physical conditioning and other matters pertaining to military science.

The training subjects established for each echelon and for each objective must be uniform. Therefore, the compilation of training instructions and subject material must be based on orders and regulations. Since the end of the war, the entire army has had very many jobs to perform; the compilation of the system of training materials will require time, it cannot be done all at once. In view of these conditions, we must make use of the materials still in the draft stage or materials approved by the ministry. At present, although we do not have official training materials, we do have many draft orders and regulations, materials dealing with tactical principles, technical materials and numerous lesson outlines urgently compiled in recent years, especially in 1975. These provide good conditions for units to conduct research and begin conducting training on the basis of uniform subjects. According to the directive from the ministry, all draft orders and regulations that have been issued are to be considered official orders and regulations and there must be thorough and uniform compliance with them. And, all units must use these orders and regulations as troop training material.

Uniform training will create the capability for raising the qualifications of the cadres and soldiers of all units to a relatively uniform level. This, in turn, will create new advantages for researching, deploying and utilizing forces in combat operations as well as for the deployment of cadres. This, of course, demands that every cadre, soldier, unit and staff make extraordinary

efforts to reach the common level of uniformity. Uniform training subjects alone do not create uniform training results. However, it is absolutely necessary to have uniform training subjects in order to truly conduct training by conventional procedures.

3. Training must be conducted on the basis of the established fundamental principles concerning the organization and methods of training.

To improve the quality of training, once correct guidelines and uniform training programs, plans and subjects have been established, we generally discuss another important matter, namely, the need to improve the organization of training and training methods. The 1977 training directive from the ministry also emphasizes: "With regard to the organization of training and the methods of training command cadres, staffs and troops as well, it is necessary to uniformly implement the material on the principles of the organization and methods of training compiled in 1973, the ministry's uniform instructions on training classes for 1975 and the 1977 training instructions."

To fully comply with the spirit of the ministry's directive, we see that it is necessary to analyze several new characteristics related to the organization of training; on the basis of these characteristics, we must research ways to improve the organization and methods of training and apply the general principles of training in a uniform manner in the new situation.

a) The country has shifted from war time to peace time and our army has shifted from the task of building itself up in order to wage the war of liberation to the task of building itself up in order to defend the fatherland, consequently, the guidelines and the specifics involved in building up the army in the various stages of strengthening its organization, the training of troops and the contents of the training program concerning military art, campaigns and tactics involve new requirements.

b) In the new stage of the revolution, our army is carrying out two major tasks, tasks which demand that training be tightly organized and guided in order to achieve the targets which have been established.

c) Following the war, our army's equipment was supplemented by many different types of equipment. However, many types of weapons and equipment must be stored and maintained in order to establish combat readiness reserves.

d) Many areas of the organization, staff, equipment and regulations of the army must be changed and supplemented to be consistent with the requirements and tasks of the present stage.

These characteristics give rise to numerous problems concerning the organization of training. These problems include how to organize the training of soldiers in a manner consistent with the policy of combining the military obligation and the labor obligation; how to train and build a conventional army and provide combat readiness training for the units engaged in economic work; how to meet the training requirement of improving the overall qualifications of the army in a basic, systematic, comprehensive and unified manner, etc.

Through the realities of the 2 years of training in peace, we have begun to reach some conclusions and gain some experience. For example, we clearly see the need to organize new soldier training blocks; conduct training for troops in economic work before, during or after their production plan; tightly organize the implementation of regulations on the maintenance of stored weapons, equipment and technical equipment in order to coordinate training for technical cadres and personnel and maintain combat readiness; organize training by the following method: thoroughly training soldiers and basic detachments while providing advanced training for the command cadres and staffs on the various echelons and conducting combined unit training on an increasingly high level, etc. To rapidly correct the lack of uniformity and comprehensiveness among cadres and gradually raise their level of basic, systematic and comprehensive training, we have also attached full importance to organizing practical training and advanced training for the cadres on the various echelons in order to insure uniformity from the ministry to the basic level in terms of the guidance of training as well as training subjects and the organization and methods of training.

With regard to the methods of training, we have given attention to providing basic training and, in conventional training, we absolutely must employ the basic training method in order to uniformly improve the quality of training. With regard to cadres, importance must be attached to the stages of research, the introduction of principles, conversations, discussion, practice lessons for the commander and staff and maneuvers. Troop training also requires adherence to the training principles of progressing from the easy to the difficult, from the simple to the complex, studying new subjects and reviewing old ones and insuring that everyone has a firm grasp of everything that was studied. These training methods are totally consistent with the way man learns, that is, he progresses from not knowing to knowing, from knowing to the ability to apply, from the ability to apply to the development of a skill, that is, he progresses from knowledge to skill and proficiency. Without achieving the uniform application of basic training methods, training will either yield few results or the results will not be permanent nor maintain the level of uniformity.

The scope of the organization and methods of training is very broad and encompasses many large factors. Because, it is a science; at the same time, our training task is constantly developing. The facts presented above are several aspects designed to emphasize the position and importance of the organization and methods of training in the effort to accelerate training by conventional procedures in the next several years.

4. To put the management of training under conventional procedures, it is necessary to implement uniform training regulations and rules throughout the army.

Within a modern, conventional army, in order to manage personnel and manage the material base, it is necessary to rely upon regulations and rules. Within the scope of training, management must be based on uniform regulations and rules and all staffs and units must achieve uniformity down to the least

important of rules in order to establish centralized, unified guidance and in order for the training activities of the entire army to develop in a balanced, smooth manner in exact accordance with the plan.

The 1976-1977 training directive from the ministry also emphasizes: "To meet the requirement of putting military training under conventional procedures, it is necessary to fully implement all regulations that have been issued with foremost attention to the regulations on the division of echelons for the formulation and approval of the training plans of the various echelons; the regulations on registrations, statistics and training reports; the regulations on the training inspections of the various echelons; the regulations on the training of new soldiers; the regulations on the division of training management echelons; the regulations of the various echelons on alerts, maneuvers and combat readiness, etc."

A number of regulations on conventional training procedures have been issued and begun to be implemented with good, although not uniform, results; laxity and convenience in the implementation of training regulations are still rather widespread.

The regulations on the division of echelons for the formulation and approval of training plans are designed to define the responsibility of the various echelons and, through the formulation and approval of plans, thoroughly and correctly implement the training instructions of the upper echelon in exact accordance with the guidelines, targets and requirements of the training task during each period of time. As we enter 1977, good changes are occurring in this situation. However, the degree of planning is not uniform; the majority of plans are only in the stage of directives to the lower echelon but the plan of the echelon issuing the directive does not contain all the necessary factors.

Over the past several years, progress has been made in implementing the regulations on registrations, statistics and training reports; however, these regulations must be implemented more fully so that the various echelons can assess the situation better and provide more timely guidance. The training staff of the ministry has drafted and disseminated registration-statistical forms; if all staffs, units and echelons utilize these forms and, on the basis of the actual situation, gradually improve them, reporting procedures and the assessment of the situation will surely be improved. The training inspection regulations of the various echelons will help assess the situation more closely and more accurately evaluate the results of the training of each person and unit. To achieve a uniform evaluation of the quality of training, it is necessary to research and establish unit evaluation standards based on each training subject and comprehensive evaluation standards which include standards on specific regulations in order to achieve uniformity in training on the part of the various echelons and units.

In the training process, several regulations have become general practice, such as the regulations on training preparations; the regulations on the weekly and daily advanced training of cadres before teaching a subject to troops;

the regulations on maintaining safety in training, etc. We will continue to develop upon, supplement and improve present training regulations in order to achieve uniformity in their implementation to serve as the basis for putting training activities under conventional procedures and higher requirements in the years to come.

The scope of "training by conventional procedures" is very broad and there are still many matters concerning which we must study and establish uniformity. Within the framework of this article, it is only possible to deal with a number of matters in order to help achieve a uniform understanding and implementation of several specific, immediate and practical matters for the purpose of supporting the 1977 training task and the 1976-1980 Five Year Training Plan.

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MILITARY AFFAIRS AND PUBLIC SECURITY

NEED FOR BETTER TRAINING OF INDUCTEES CITED

Hanoi TAP CHI QUAN DOI NHAN DAN in Vietnamese No 4, Apr 77 pp 47-53, 81

[Article by Lieutenant Colonel Vu Duy: "Further Improving the Quality of the Training of New Soldiers." Excerpts of this article, which were broadcast by Hanoi Domestic Service, were published in FBIS Asia and Pacific DAILY REPORT, Vol IV, No 81, 27 Apr 77, pp K14-K17.]

[Text] Beginning in 1976, with the implementation of the system of combining the military obligation with the labor obligation of male youths throughout the country, the army has annually inducted, built and trained a large force of new soldiers to replace veterans who have fulfilled their military obligation.

This situation demands good education and good training in order to not only maintain, but also increase the fighting strength and work ability of our army and not only inherit the fine tradition of those who served before them, but also enhance and more fully develop upon the experiences and strongpoints and correct the weaknesses of inductees, thereby making our army younger and stronger.

On the other hand, only by insuring that this large force of inductees is of high quality can the army complete its task of forging new, socialist persons, well developed persons who are determined soldiers in combat and are skilled socialist workers in productive labor who work in a disciplined, technical and highly productive manner in order to complete the two basic tasks of maintaining a readiness to fight in defense of the fatherland and engaging in productive labor to build the country. Only in this way can our army be worthy of the praise and encouragement of the party, worthy of the large and glorious tasks assigned it by the party: "The party very highly evaluates the feats of arms recorded by our army in the recent great patriotic war; the party is firmly confident that the army will always be worthy of being a heroic army, a reliable army in the defense of the fatherland and, at the same time, be a skilled construction army and a large school forging the young generations into new persons"(the Political Report of the Party Central Committee delivered by Le Duan at the 4th Congress of the Party).

At the same time, only by building and training this force well can our army train a powerful source of reserves consisting of male youths who, once they

have fulfilled their military and labor obligations, will serve as the nucleus in the buildup of the national defense system, serve as the assault force in productive labor in the rear area during peace time and always be ready to be promptly mobilized if a war should occur.

In 1976, the first year in which training was organized to coincide with the various phases of the military draft in the spirit and in keeping with the objectives mentioned above, many units, fully aware of its important political, economic and military significance, although they were busy with many large post-war jobs at the same time, displayed a high spirit of responsibility and took the initiative in overcoming many large difficulties in order to concentrate on closely guiding and organizing the teaching and training of new soldiers. Many places reached the conclusion that, as a result of conducting training well in accordance with the new soldier training program of the ministry, draftees, although new to the army, completed their combat readiness task and productive labor task for the year.

However, some units, due to their failure to understand that the task, characteristics and requirements of the training of new soldiers have undergone new developments and as a result of being absorbed in specific, immediate tasks, did not give their attention to training or only provided very little training; consequently, they not only failed to complete their immediate tasks well, but they also adversely affected and harmed the unity between cadres and soldiers and the unity between the army and the people, violated state laws and harmed the revolutionary nature of our army.

The training of new soldiers has become a routine task in the buildup of our army in peace time. We must gain all the experiences to be gained from 1976 and focus our research efforts on guiding and organizing the training of this force better in a manner consistent with the importance it has, thereby creating a new quality in order to rapidly, strongly and steadily advance our army to conventionalization and modernization. This new quality will originate, to some extent, in the teaching and training of new soldiers in a manner that is of high quality in every respect.

The overall quality of each soldier is manifested in his politics and thinking, his sense of organization and discipline, his command of techniques and tactics, his physical conditioning, his maintenance of weapons and technical equipment and so forth.

Before joining the army, the majority of our youths received a political-ideological education. In the teaching of new soldiers, we must develop upon these strengths and, at the same time, continue to heighten their awareness of the obligations of the socialist youth, cultivate and forge the qualities and ethics of the revolutionary military man and build their will and determination to become soldiers who possess revolutionary ideals, are disciplined and educated, become skilled soldiers and skilled workers of the modern, conventional people's army and fulfill the task of maintaining combat readiness and fighting in defense of the fatherland and the task of engaging in productive labor to build the economy and build the country.

To teach politics to and mold the thinking of new soldiers well from the very outset, we must provide them with a basic, systematic and comprehensive education:

--We must teach the goals and ideals of communism, give them a clear understanding of the superior nature of socialism, the path forward, the nature of the revolutionary struggle and the inevitability of the victory of the socialist revolution and socialist construction in our country and clearly show them the difference between socialism, on the one hand, and capitalism and neo-colonialism, on the other.

--We must give them a clear understanding of the revolutionary nature and tradition and the tasks of our army and the obligations the revolutionary military man has in defending the fatherland and building the country; we must heighten their socialist patriotism, spirit of proletarian internationalism and spirit of collective ownership and, on this basis, build their will and determination to study and train so that they can fulfill their military obligation well and endeavor to contribute as much as possible to the building of socialism, the buildup of the army, the defense of the fatherland and the fulfillment of its international task.

Together with constantly heightening the level of socialist awareness, we must give full attention to cultivating on the part of soldiers the qualities and ethics of the revolutionary military man so that they are absolutely loyal to the party, the socialist fatherland and the people, are highly vigilant and in a high state of combat readiness, always desire to make progress, always want to learn and improve themselves, practice economy in the buildup of the army and the building of the country, possess a high sense of organization and discipline, maintain internal unity, maintain unity between the army and the people, maintain international unity and live a revolutionary and scientific style of life. With regard to the specific contents of political education, it is necessary to fully implement the political education program established for our soldiers. The key determining political quality lies in skillfully and closely combining political education with basic education designed to raise the level of understanding through the application of many different measures and forms of activity in order to routinely guide, persuade and forge soldiers, thereby raising their level of understanding and applying their new understanding to improving their thinking. Specifically, in every matter in which new soldiers are trained, it is necessary to imbue them with self-consciousness, with an understanding of the political significance of the matter and, at the same time, cause them to act in accordance with established rules and regulations. For example, in order to forge the discipline of the soldier, it is necessary to insure that he can discern the nature of orders and the important significance of orders in the buildup of the army, necessary to heighten his desire to comply with orders and necessary to correct any mistaken thoughts he might have concerning orders so that he has a full understanding of the basic contents of the orders (internal rules, the Code of Discipline, corps orders and guard duty orders) and regulations of the army and laws of the state related to the duties and task of the soldier. On this basis, new soldiers consciously try to become soldiers who possess a high sense of

organization and discipline, fulfill all the duties of the military man, maintain the proper military bearing and style, fully comply with military protocol, value and maintain weapons and equipment well and display good habits in the everyday lives, training and work of revolutionary military personnel.

Generally speaking, our army's education and training of new soldiers are basic, systematic and comprehensive in nature. The training results to be sought must be comprehensive results. The process of education and training are divided into specific stages and subjects; however, it must be realized that the specific standards on the quality of new soldiers comprise an entity and cannot be applied separately. Experience has shown that we must, on the basis of each stage, each region and each type trainee, take selective steps to fully resolve each problem faced. For example, in the newly liberated areas, youths still have many vague and mistaken ideas about the new system and the revolution; thus, as soon as they are inducted and assembled for education and training, we must fully realize that political education and ideological leadership are the foremost requirements and demand much attention to forging and molding the thinking of these youths. While teaching socialist awareness and awareness of the revolutionary army to youths in the newly liberated areas, importance must be attached to enabling them to differentiate between us and the enemy, between the socialist system and the capitalist system and between the two armies, the revolutionary army and the lackey army of the imperialists. With regard to soldiers in the North, persons who have been taught more about politics but who, because they were born and have grown up in a system of small-scale production, still manifest many liberal, fragmented and haphazard habits, the heightening of socialist awareness must involve more intensive efforts to teach and build the sense of collective ownership, the revolutionary-offensive spirit and the sense of organization and discipline. Generally speaking, the teaching and training of new soldiers must concentrate more on political education and ideological leadership in order to promptly correct improper motives for joining the army and build the will and determination to try to become good soldiers of the socialist army and new, socialist persons. Naturally, this does not at all mean that light attention should be given to the basic combat training of new soldiers. In this stage of centralized training, we must provide the training needed for everyone to achieve a basic proficiency in techniques and tactics, develop good physical conditioning, develop a good workstyle and deportment and maintain a high level of combat readiness. Generally speaking, training in military subjects must also achieve comprehensive results: proficiency in the use and maintenance of weapons and equipment; skill in the techniques of fighting; the forging of resilient, robust, strong health; the ability to meet rear service requirements and fulfill rear service tasks within the company; the knowledge needed to prevent disease and maintain one's health and the ability to support oneself when necessary. Soldiers assigned to economic work must receive additional training in technology, work sectors, etc.

However, experience has shown that the process of military training is also the process of teaching and forging the thinking of the soldier. This process must achieve results in the areas of military skills, the level of socialist awareness, the awareness of the revolutionary nature of the army and the building of the self-confidence and fine, proper style of the revolutionary military man.

In order to bring about a new change in the quality of the training of inductees for the sake of building a modern, conventional army in the new stage, we must conduct fuller and more thorough research in order to strongly improve the leadership, guidance and organization of the training of new soldiers.

Our initial experiences in leading, guiding and organizing the training of new soldiers in 1976 show:

--We should further enhance the leadership and guidance of new soldier training. This is a duty not only for the units directly in charge of organizing the training of new soldiers, but also for all echelons and all services of the armed forces because it involves many problems regarding the general policies and systems which only the upper echelons can and are empowered to study and solve.

Experience has shown that to bring about a new change in leadership and guidance, we must have a clear realization of the political, military and economic importance of the teaching and training of new soldiers in the tasks of building up the army and protecting and building the socialist fatherland in order to concentrate our leadership and guidance and establish a tight organization by means of many appropriate, diverse measures designed to teach, train and support inductees well so that they achieve overall high quality.

The manifestation of this change must be full compliance with the established training plan for new soldiers. We must be determined in our leadership and guidance to achieve high quality in the teaching and training of new soldiers.

The units which have the task of teaching and training new soldiers and the staffs and sectors directly related to guiding and helping these units must be trained in the important significance of and the specifics involved in new soldier training; they must be encouraged to develop the full sense of responsibility of each person and display love of and guide new soldiers from the first day they join the army and are assembled for teaching and training.

We must promptly study and establish an appropriate organizational structure for the education and training of new soldiers.

In order to establish a suitable organization for the education and training of new soldiers, we must study a common organizational structure suited to large-scale training. Only in this way can we insure the satisfactory selection and training of cadres, concentrate our leadership and provide better barracks, training grounds and other training aids and facilities. This will enable us to form a corps of highly specialized cadres, build better material bases and improve our training programs, organizations and methods. At present, we face some difficulties with the material bases needed for organizing centralized training units. However, we should by all means overcome these difficulties and display endurance and creativity in order to organize large, centralized training units. We should quickly do away with the method of organizing small-scale training for individual squads, platoons and companies used recently

by some units because this method makes centralized, unified leadership impossible and hinders training results.

We must attach utmost importance to the training of key cadres. The corps of key training cadres directly determines training results and the overall quality of soldiers. For this reason, in deciding the qualitative standards of training and training programs, we must attach utmost importance to organizing and training key training cadres in order to imbue them with a strong sense of responsibility and equip them with the virtues, style and organizational skills necessary for guiding and training new soldiers.

In the immediate future, because of the lack of time and difficulties in our working conditions, the organization of the training of key training cadres should be achieved by the application of various measures.

Circumstances have shown that we should give comprehensive training to cadres in charge of managing the education and training of new soldiers. However, the most basic requirement is that we must first of all enhance the sense of political responsibility, the ethics and the virtues of the key cadres and personnel responsible for new soldier training. We must also enable all cadres to attain a firm grasp of training programs, organizations and methods. When actually carrying out training, we should divide trainees into various categories in order to give each echelon and individual the training suitable to the requirements of their duties and capabilities.

For example, concerning cadres at the battalion or higher echelons, we should train them mainly in general tasks such as troop recruiting, political indoctrination, ideological guidance, management, training leadership and controlling and supervising subordinates in order to insure a high quality of training. Concerning company and squad cadres who directly manage new soldiers, we should pay particular attention to imbuing them with a sense of responsibility toward and love for their subordinates and enhancing their conduct, promoting their exemplary deeds and improving the training skills.

At present, because the majority of cadres within the basic units have not yet received basic, systematic training for drilling new soldiers, we should formulate plans to give them on-the-job training. Several units have carried out training by actually assigning cadres to specific tasks; this is a positive, flexible and necessary training method. However, while using this method, we should also give attention to comprehensively, systematically and basically improving the skills of cadres in leading the education and training of new soldiers and in managing them.

We must make every effort to improve the organization and methods of teaching and training. Although the overall quality required of soldiers is very high and training purposes numerous, training time is usually limited. For this reason, training must be skillfully organized and training methods markedly improved to insure the satisfactory fulfillment of the training program.

The organization and methods of training must fully reflect the party's mass viewpoint and love for soldiers. We should guard against erroneous conceptions

concerning the need for strictness in the organization and methods of training new soldiers. In teaching and training new soldiers, we must guide each of their movements and minor activities; for example, we must designate their eating and sleeping places and control the travel and speech--matters in which no tolerance is permitted. However, all this strictness must be combined with thoughtful care for soldiers and must not thoughtlessly be devoid of comradely love.

The basic thinking guiding the organization and methods of training of a revolutionary army is to enhance the self-consciousness, initiative and creativity of the soldier in all of his acts. We must clearly realize that soldiers are not to blame for their incompetence or weaknesses and that cadres must deplore their own incompetence in educating, training and motivating soldiers. In reality, several cadres have always paid attention to enabling soldiers being trained to clearly understand the significance of each lesson, skillfully encouraging their thinking and motivating them to voluntarily study and train in order to firmly grasp various subjects and improve their skill of flexibly and creatively applying the basic lessons learned. Some units have allowed trainees to evaluate the maintenance of discipline and order in their own barracks; this is a good method of enhancing the voluntary spirit of new soldiers in their studies and training.

At present, the organization of the training of new soldiers in our armed forces must still be carried out under urgent conditions in which the units in charge of training must coordinate their training with many other tasks. However, training must be basic, systematic and comprehensive. Each basic subject and movement must be carefully and correctly taught. The method of teaching easy subjects first and difficult ones later must be thoroughly applied. Sufficient theoretical training is required but emphasis must be placed on practice in order to promote efficiency and create a firm basis for flexible and creative training in the future. All deviations and errors must be promptly rectified. Training cadres must serve as models for soldiers and try to overcome perfunctoriness in training, a shortcoming which might allow the faults of trainees to cause permanent damage if they are not promptly rectified. In order to obtain good results in a short period of time in training, we must satisfactorily combine the improvement of the conduct of trainees with the enhancement of their ideological standards; combine technical and tactical training with physical training; and combine theory with practice.

Because the time devoted to the training of new soldiers is limited whereas the requirements of training are high, we must pay attention to the formulation of training plans, especially to making preparations, a task which must be carefully and meticulously carried out. Recently, some units have claimed that limited time has caused poor results in training. However, careful study has revealed that the real causes are inadequate organization and training methods and a failure to formulate realistic training programs in accordance with the number of trainees and with the amount of training facilities and time available. This has caused a waste of 30 to 50 percent of training time and has resulted in the failure to meet training targets. If we know how to organize training in a scientific manner and make every effort to improve

training methods, we will be able not only to insure adequate training for soldiers within the allotted training time, but also to further shorten the training period without affecting the quality of training.

We must pay full attention to the spiritual and material lives of new soldiers. When leaving their beloved families to join the army, many young men are not only imbued with enthusiasm, but are also beset with worries and anxiety. During their first days in the armed forces, if they are loved and closely guided by cadres, given satisfactory political and ideological training, allowed to participate in wholesome and healthy literary, artistic and cultural activities and told of the traditions of their units and the army, they will quickly become attached to their units, familiar with military life and determined to train themselves to be good soldiers. On the other hand, despite our present difficulties with the material base, for the sake of the long-term interests of building up the army, all units should do their best to provide soldiers with adequate food supplies, clothing, living quarters and other necessities to enable them to enthusiastically participate in training.

New soldiers realize that our country is still poor and that the material life of our soldiers is still replete with privations; and they ask for nothing more than what the army can provide. Their demands regarding their material life usually concern organizational matters and call for efforts to overcome difficulties to improve their living conditions. For example, for food they do not ask for a lot of meat or fish, but want their meals to be carefully and hygienically prepared and their messhalls organized well. We should avoid the situation in which we neglect to improve the living conditions of soldiers. We should also guard against and promptly overcome all manifestations of bureaucracy and militarism which detract from the dignity of soldiers.

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